OUTLINE OF RESEARCH PROPOSAL SUBMITTED FOR DISSERTATION AS PARTIAL FULFILLMENT OF THE DEGREE OF DOCTOR OF PHILOSOPHY IN SUBJECT OF MANAGEMENT STUDIES

Title of the proposal :	A study on Impact of Covid-19 Restrictions on Police Personnel and their Work Life Balance.
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Signature of Research Guide:	

ALKESH DINESH MODY INSTITUTE FOR FINANCIAL & MANAGEMENT STUDIES UNIVERSITY OF MUMBAI

For Director
ALKESH DINESH MODY INSTITUTE FOR FINANCIAL & MANAGEMENT STUDIES

Research Proposal

A Study onImpact of Covid-19 Restrictions on Police Personnel and their Work-life Balance.

I) Introduction

The word police have come from the Greek term 'Polis' meaning City and the Latin term 'politia' meaning fettle of state and government. The basic duty of policemen is to prevent crimes, ensure security and maintain peace.

Acts like The Police Act of 1861, Delhi Special Police Administration Act, 1946, The Model Police Act, etc. make provisions for the functions and duties of the policemen. British Raj had introduced the Indian Council Act of, 1861. The act created the foundation for the modern and professional bureaucracy of police in India. The act introduced the new Cadre of police, the Superior Police Service later known as the Indian Imperial Police.

A police commission was established in 1902-03 for police reforms under Sir Andrew Fraser and Lord Brigadier. They suggested the appointment of Indians at the officer level in the police. Indians could rise only to the ranks of Inspector of police, the senior N.C.O. position. However, they were not part of the Indian Imperial Police.The modern Indian Police Service was created under Article 312(2) in part XIV of the Constitution of India.

Duties of Police Officer:

- It must be the duty of every police officer to obey and execute all warrant lawfully issued to him by any competent authority.
- Collect and communicate intelligence affecting the public peace.
- To prevent the commission of offences and public nuisances.
- To detect and bring offences to justice and to apprehend all persons whom he is legally authorized to apprehend, and for whose apprehension sufficient ground exists.
- It shall be lawful for every police-officer, for any of the purposes mentioned in this section, without a warrant to enter and inspect, any drinking-shop, gaming-house or other place of resort of loose and disorderly characters.

- It shall be lawful for any police-officer to lay any information before a Magistrate and to apply for a summon, warrant, search warrant or such other legal process as may, by law, be issued against any person committing an offence.
- It shall be the duty of every police-officer to take charge of all unclaimed property, and to furnish an inventory thereof, to the Magistrate of the district.
- A duty is cast on every police-.officer

  (i) To take charge of all unclaimed property;

  (ii) To furnish an inventory of such property to the Magistrate of the district; and

  (iii) To dispose of the property in accordance with the Magistrate's order.

Since the outbreak of the covid-19 pandemic the doctors, police officers, constables, and other government employees have faced substantial health problems, psychological distress, mental stress, and work stress. Due to the quick spreading of the novel coronavirus government took certain restrictive measures such as lockdown, 15-day quarantine, and a travel ban. This led to increasing the burdens onpolicemento enforce those restrictions.The government announced the closing down of schools, colleges, and private and public institutions, postponing examinations. Thus, citizens have to comply with home quarantine till the virus antidote was been found.

Coronavirus disease (COVID-19) is an infectious disease caused by, severe acute respiratory syndrome i.e. SARS-CoV-2 virus.People infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment but Older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness, it spreads mostly through human-to-human contact (Chan et al., 2020; Wu et al., 2020). During this period the police had to ensure that everyone got what they needed. The task was enormous -- they had to ensure that landlords did not harass their tenants for rent during this national crisis; that nobody went hungry; that patients got the medical attention they needed; and that those who wanted to return home could do so safely.They had to enforce lockdown restrictions, social distancing norms, the wearing of masks, and provide succour to those in need.The police had to ensure that there was no vehicular movement on the roads except for essential services and that all such movement went unhindered.(The Indian Express).

The heavy workload and life threatening circumstances raise anxiety, lack of sleep, increase aggressiveness, suspiciousness, etc. These problems and continuous working can lead to an increase in stress levels. In psychological sciences, stress is a feeling of mental press and tension. Low levels of stress might be desired, useful, and even healthy. Stress, in its positive form, can improve biopsychosocial health and facilitate performance. Furthermore, positive stress is considered an important factor in motivation, adaptation, and reaction to the surrounding environment. However, high levels of stress could result in biological, psychological, and social problems and even serious harm to people (Amir Mohammad Shahsavarani, 2015;Esfandiar Azad MarzAbadi, 2015;Maryam HakimiKalkhoran, 2015).

The pandemic has also led to more pressure on the policemen. The lack of proper work-life balance and their tight schedule may have led to more stress among them.Work-life balance has been defined as 'satisfaction and good functioning at work and at home with a minimum conflict. Work-life balance refers to the level of prioritization between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home.

The study is about how pandemics have led to increasing in stress and a lack of balance between family life and work. The duties have also caused major stress among the police personnel's during lockdown. Police personnel has playeda major role during a lockdown. They work 12 hours shift they also had to stay on duty for 24 hours during lockdown in order to protect the citizens. There are various crimes which is on rise and increased the workload of police officers. They had to follow the restriction put down by the government. The study aims to analyze the stress level of policeman's during the pandemic and how the stress have impacted work life balance of policeman's.

II) Literature Review

The researchers have empirically tested the relationship between the policies and practices of organization regarding work-family balance, work-life balance and work engagement and had shown positive impact on individuals work-life balance. **Jasmin, MojcaBernik 2020**

Researcher used "Demand Resource Model" to investigate role of conscientiousness and neuroticism on relationship between work-family conflict and work engagement on working mothers. The result showed the work-family conflict and neuroticism negatively impact work engagement in organization and conscientiousness positively affect work engagement in various organization. **Tracy J. Opie, Carolina M. Henn, 2013.**

Researcher conducted a research in hotel industry and tested a research model that investigated work engagement as a mediator of the effect of core self- evaluation on work-family facilitation and family-work facilitation. The result showed that Frontline employees with positive core self-evaluation are highly engaged in the work. **Osman M. Karatepe and Eda Demir, 2013.**

The study is about policing in Pandemic.This study aims at investigating how police Employees perceptions of workload imbalance their family roles and further increase their job stress and dissatisfaction.This study proposed a model that how police employees workload during pandemic impact their WFC which further increase their job related stress and dissatisfaction.**Misbah Sadiq.2020.**

The study is about the Work-life balances and impact of work-related variables. The aim of the study was to examine the relationship of work-related variables with work life balance and its dimensions of working ITES professionals. In the study 520 sample size has been selected by using convenient sampling technique Structured questionnaire was used to collect primary data. Pearson correlation was the statistical tool used for analysis. The study showed the significant relation between work life balance and work related variables also stated that there is a significant relation between work life balance and its dimensions and job involvement. Job satisfaction and depression. **R.Dhaneesh, S.Sivakami, Y.C. Mohan**

Workload, Stress, and Strain among Police Officers: In this study data related to stress and strain were separately analyzed for police officer with high and low workload. For the low workload officer, the sources of stress and strain appear to be difficulties in interpersonal relations with

peers, community, and especially with supervisors. The sources of stress and strain among high workload officers appear to be stress-producing events in their lives in general, as well as in performing the job of patrol officer and in dealing with crime and related matters. In this study the differences between high and low workload officers can be explained by social comparison theory, by identity theory, or by Selye's stress theory.**Ezra Stotland PhD,Michael Pendleton PhD2010**

III) Research Problem

The study will be conducted to examine the work-life imbalance the police faced during the pandemic. The research will also analyze the work problems, working hours, stress issues police had faced during the pandemic.

This research is conducted to study the actual conditions and problems faced by the policemen during their work. The research is focused on police personnel of Mumbai, Navi Mumbai, and Thane.

The study will also identify how their work is impacting their personal life and how the workload and heavy duties are causing stress issues.

IV) Objectives

1. To study work-life balance of police personnel during pandemic phase.
2. To analyze the health problems caused due to workload.
3. To study the stress issues caused due to workload during the Pandemic.
4. To examine the impact of stress on the Work-life balance of Police in this phase.
5. To study the benefits given to police personnel during the Pandemic phase.

V) Scope of the Study

- The study will be conducted in India.
- The study will examine the policemen's.
- The study will be focusing on the stress and its impact on work life balance of the policeman's.
- The study will also analyze the impact created by the covid-19 on the policemen's.
- This study will focus on the problems, health issues and family issues faced by the policeman's.

VI) Research Hypothesis

- H_{10}: The work-life balance of police was not affected during the pandemic
  H_{11}: The work-life balance of police was affected during the pandemic.
- H_{10}: There were no health problems caused due to workload and stress.
  H_{11}: There were health problems caused due to workload and stress.
- H_{10}: There were no stress issues caused due to workload during the Pandemic.
  H_{11}: There were stress issues caused due to workload during the pandemic.
- H_{10}: There was no impact of stress on the Work-life balance of Police in this phase.
- H_{11}: There was an impact of stress on the Work-life balance of Police in this phase
- H_{10}: There were no benefits given to police during the pandemic phase
  H_{11}: There were benefits given to police during the pandemic phase.

VII) Limitations of the Study

- The research will be carried out for the period of last 3 years of pandemic phase.
- The study will be operated within the parameters of restricted geographical areas of India.

VIII) Research Design, Methodologies &Statistical tools of study

1. Data collection method

Primary Data

Data will be collected via a personally administered questionnaire or mail or electronic questionnaire. Open-ended and closed questions will be asked where the respondent will be allowed to answer in any way they choose also closed questions where the respondent will have to make choices among set of alternatives given by the researcher. Positive and negatively **worded** questions will be included by using 5 point scale. Classification data or personal information questions will be asked where demographic questions like age, educational level, marital status, income, and name (If necessary) will be included.

Secondary Data

Secondary Data will be collected through various published works of literature, magazines, internet source, and Google scholar etc.

2. Research Design

Research design is the blueprint of the collection, measurement, and analysis of data.it is the way the data is gathered analyzed to arrive at the solution for the problem.

The study will use descriptive research design. Descriptive research design are mostly used for describing the events, situations or a person. Descriptive research is quantitative or qualitative in nature. Quantitative data will include information related to demographic data of police, working hours, tenure etc. Qualitative data will include stress issues, workload, Job satisfaction level, decision making during emergency etc.

Under descriptive research design cross sectional study will be done where the data will be gathered just once,for a period of particular years. This study is also called one-shot study.

IX) Significance & Expected outcomes of the Study

The research is done to understand how policemen are suffering during lockdown in order to perform their duties. This research will help in understanding what major problems does the police Officers face on duties like health, stress and workload.

This study will help to frame policies which will benefit the policeman's. This study will also help to understand the actual probiems faced by the police. Although the police are working hard during pandemic there is no full stop to their work this me lead to work stress and mental problems.

This study will try to identify the genuine problems that they face and bring in front. It will also benefit the society as well to get the cases solved in faster manner and there may be reduction in crime as well when there is productive and focused policemen's.

X) Format

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7.	Limitation of the study
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10.	Conclusion
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